



3 March 2014

Your Excellency,

Subject: Progress Report (January – December 2013) of SCNHRC

Please find attached the Annual Progress Report (January – December 2013) of the Strengthening the Capacity of the National Human Rights Commission (SCNHRC) for your information and record.

We would like to thank you for your generous contribution and look forward to your continuous support.

Please accept, Your Excellency, the assurances of my highest consideration.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Ismael Toorawa', is written over a horizontal line.

Ismael Toorawa
Country Director, a.i.

H.E. Mr. Urs Herren
Ambassador Extraordinary and Plenipotentiary
Embassy of Switzerland
Country Director (SDC)
Ekantakuna, Jawalakhel.



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Ismael Toorawa
Country Director, a.i.

H.E. Mr. Asko Luukkainen
Ambassador Extraordinary and Plenipotentiary
Embassy of Finland
Bishalnagar
Kathmandu



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Ismael Toorawa
Country Director, a.i.

H.E. Ms. Kirsten Rosenvold Geelan
Ambassador Extraordinary and Plenipotentiary
Royal Danish Embassy
Lazimpat
Kathmandu, Nepal



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Ismael Toorawa
Country Director, a.i.

H.E. Mr. Andy Sparkes
Ambassador Extraordinary and Plenipotentiary
British Embassy
Lazimpat
Kathmandu, Nepal.



**Strengthening the Capacity
Of
National Human Rights Commission
Project**

Donors: Finland, Switzerland, Denmark, UK, UNDP and OHCHR

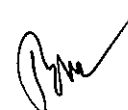


Implementing Partners: NHRC, UNDP and OHCHR

About the Project	Geographic coverage of the project
Project Title: Strengthening the Capacity of National Human Rights Commission Project Award ID: 00049651 Web link:	National level coverage (Yes/No): yes Number of Regions covered: 5 Number of Districts Covered: 75 Number of Municipalities Covered: N/A Number of VDCs Covered: N/A
Strategic Results	Implementing Partner(s)
UNDAF Outcome 4: Vulnerable groups benefit from strengthened legal and policy frameworks and have improved access to security and rule of law institutions	1. NHRC central office Lalitpur; Regional offices - Biratnagar, Janakpur, Pokhara, Nepalgunj, Dhanghadi; Sub-regional offices - Butawal, Jumla, Khotang
UNDAF/CPAP Output 4.3: Government and human rights institutions have increased capacity to monitor and report on human rights and on the status of the implementation of human rights obligations	2. UNDP, Nepal and OHCHR
Project Budget (US\$)	Project Duration
UNDP Contribution: USD 450,218.00	Start Date August 2009
Government Contribution: NA	End Date (day/month/year): 30 June 2014
Other Contributions: NA	Implementation Modality
Donor Contributions: Denmark : USD 393,700.00 UK : USD 399,872.00 Finland : USD 560,709.00 SDC : USD 743,402.00 OHCHR : USD 62,190.00	NIM: (NEX) ✓ DIM:
Sub total : US\$ 2,159, 873	
OHCHR (Parallel funding) : USD 300,380.00	
Unfunded:	
Total Project Budget : USD 2,910,471.00	
Total approved budget for 2013: USD 656,415	

Acronyms

APF	Asia Pacific Forum
CA	Constituent Assembly
CDO	Chief District Officer
CERD	Convention on the Elimination of all forms of Racial Discrimination
CPA	Comprehensive Peace Agreement
CPAP	Country Program Action Plan
CSO	Civil Society Organization
DDC	District Development Committee
DNA	Deoxyribonucleic Acid
ESCR	Economic, Social and Cultural Rights
GESI	Gender and Social Inclusion
GoN	Government of Nepal
HIV/AIDS	Human Immunodeficiency Virus/ Acquired Immune Deficiency Syndrome
HRBA	Human Rights Based Approach
HRC	Human Rights Council
ICC	International Coordinating Committee of National Human Rights
Institutions	
ICCPR	International Covenant on Civil and Political Rights
ICRC	International Committee of the Red Cross
IDPs	Internally Displaced Persons
IT	Information Technology
NGOs	Non-Governmental Organizations
NHRAP	National Human Rights Action Plan
NHRC	National Human Rights Commission
NHRIs	National Human Rights Institutions
OHCHR	Office of the High Commissioner for Human Rights
OSRT	Office of the Special Rapporteur on Trafficking
PIU	Project Implementation Unit
PMO	Prime Minister's Office
PSA	Public Service Announcement
ROs	Regional Offices of NHRC
SCNHRC	Strengthening the Capacity of National Human Rights Commission Project
SDC	Swiss Agency for Development and Cooperation
SLC	School Leaving Certificate
SROs	Sub-regional Offices of NHRC
ToT	Training of Trainers
UPR	Universal Periodic Review
UK	United Kingdom
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
VDC	Village Development Committee



1. Executive Summary

In the year 2013 the Strengthening the Capacity of National Human Rights Commission ('SCNHRC') Project has continued to undertake new initiatives aimed at strengthening the capacity of the National Human Rights Commission ('NHRC') in the area of human rights protection and promotion. In the first six months of 2013, the Project focused mainly on the area of human rights complaints investigations in order to reduce the backlog of cases pending within NHRC's central and regional offices. These efforts resulted in a reduction of more than 75% in the number of pending cases, as only 1200 cases are currently pending investigation and resolution (Annual Report of the National Human Rights Commission, 2013)¹.

For the remaining part of the year other focus areas of support have included: human rights situation monitoring; advocacy and promotional support for wider human rights awareness-raising; and training and capacity building of the NHRC staff, NHRC's state counterparts and civil society on various human rights issues. In the last quarter of 2013 focus was predominantly given to institutional capacity building of the NHRC through support to organizational management, organization of special teams and support to the research and publication abilities and skills of the NHRC staff. Further towards this end, the Project also supported the establishment of a Media Centre within NHRC premises in recognition of the important role the media plays in influencing public opinion about human rights throughout Nepal. The Media Centre will assist national media in obtaining information about NHRC's activities to ensure that these are described accurately to the public.

The last quarter of 2013 also included the undertaking of a substantial effort by NHRC and the Project to monitor all three stages of the Constituent Assembly (CA) election – pre-election; election and post-election – in all 75 districts through the deployment of a diverse monitoring team. This included the facilitation of several orientation programmes, dialogues with election observation CSOs, development of election monitoring checklists and publication of IEC materials on the Election Monitoring Code of Conduct. Together, these efforts helped secure an impressive participation of people, including persons with disabilities, senior citizens and women.

Finally, in the fall of 2013 the Project supported the NHRC to carry out a self-capacity assessment in partnership with Asia Pacific Forum ('APF') and UNDP's Regional Centre for Asia and the Pacific. The assessment report is still confidential and has yet to be adopted and publicized by the NHRC. However, its key recommendations have been shared and relate to institutional capacity building of the NHRC, human resource management, roles and responsibilities of the NHRC secretariat, and coordination with human rights organizations and defenders.

¹ At its peak, the backlog consisted of 5,380 cases.



As evidenced by the activities described above, 2013 was in general a very productive year for NHRC and the Project. However, due to the termination of the tenure of the Commissioners in September 2013, certain planned activities could not be completed, including the endorsement of the self-capacity assessment report and implementations of recommendations on the investigation of specific human rights violation cases.

2. Background and Context

The overall situation of human rights in Nepal is not satisfactory and presents a serious challenge to peace and security. Human rights violations such as illegal killings, abductions, torture, violence against women, caste-based discrimination, child labor, and abuse of migrant workers are widespread and often go unaccounted for. These challenges are further augmented by corruption, an unaccountable public service, and obliviousness in the administration of justice.

However, some progress has been achieved, including through the Government's implementation of the three-year National Human Rights Action Plan ('NHRAP') for 2010-2013, which has been an important step towards ensuring the appreciation of human rights to people all over the nation. With the support of the Project, NHRC has been an active contributor to this process through collaboration with the Prime Minister's Office, the Government as a whole and civil society. Following up on this success, the Government of Nepal has initiated the drafting of a new NHRAP for 2014 to 2017. The NHRC has also been a participant in this process this year by facilitating a series of consultations with key stakeholders and civil society, and this engagement will continue in 2014 with the support of the Project.

Simultaneously, the Supreme Court of Nepal has issued a number of orders directing the Government to ensure human rights compliance in national legislation. This have included an order specifically directing the Government to amend some of the provisions of the National Human Rights Commission Act of 2012, stressing that the Act must comply with international human rights standards and the Paris Principles. This decision represents an important step towards to ensuring the autonomy and independence of the NHRC, including the Commission's autonomy to hire its own staff.

Due to the dissolution Constituent Assembly and the delay of the Supreme Court's decision related to recruitment of NHRC staff, the recruitment of permanent staff for the NHRC Secretariat was not initiated this year, even though the Human Rights Service Bill had already been submitted to the Parliament. Completion of this task is a priority for the NHRC and the Project, and accordingly a number of interactions and lobby meetings will be organized with the Constituent Assembly (CA) in the beginning of 2014 to advocate for the passing of this bill.

Another priority issue for the Project in the coming year will be to support the Commission to continue its dialogue and interactions with the Constituent Assembly to mainstream

the human rights components of the new Constitution. The Project's support to this work will seek to ensure that the NHRC is positioned as a strong oversight body vis-a-vis the new Government, and include the preparation of position papers and interactions with the CA-members and political parties on human rights issues. Once the new Government is formed, the process for the appointment of the new commissioners will be initiated.

3. Project summary and objectives

The SCNHRC Project focuses on the following strategic areas in accordance with the functions, duties and powers of the National Human Rights Commission, as set out in the Interim Constitution of Nepal 2007, the Strategic Plan of NHRC (2011-2014), the UNDAF, the UNDP CPAP, and the Project Document agreed to by the UNDP and NHRC:

- Formulation of strategies to ensure the respect of human rights by state actors;
- Monitoring of human rights obligations and strengthening the internal human rights treaty monitoring mechanism;
- Ensuring a human rights friendly Constitution;
- Strengthening the institutional and human capacity of NHRC to enable the Commission to fulfil its Constitutional mandate of promotion and protection of civil, political, socio-economic and cultural rights;
- Enhancing NHRC's capacity to collaborate with civil society and to reviewing of national legislation in line with international human rights standards.

4. Narrative on Key Results Achieved in 2013

Monitoring and Investigation

To fulfill its obligation to monitor the implementation and adherence to international treaties and conventions to which Nepal is a party, the NHRC carried out 34 monitoring missions in 2013, and took necessary action to address the identified human rights violations. The NHRC central office deployed special investigation missions, comprised of senior human rights officers from central, regional and sub-regional offices in Siraha, Saptari, Janakpur, Dhangadi, Kaski, Morang, and Butwal to investigate the backlog of cases and recommend points of action. A total of 25 investigation missions were carried out and more than 300 cases were investigated by these special teams. These special missions succeeded in bringing about a 75% reduction² in the number of pending cases, as there are now altogether only 1200 cases pending to be investigated and resolved (Annual Report of the National Human Rights Commission, 2013).

² See fn 1.

As a result of continued engagement with various CSOs, government agencies and stakeholders through interaction, awareness, and training, NHRC received 219 complaints of human rights violations in 2013. This is a increased by 20% compared to the number of complaints received by the Commission last year.³ A large number of these complaints are related to gender based violence, consumers' rights, violation of economic social and cultural rights, and migrant workers' rights in Nepal (Annual Report of the National Human Rights Commission, 2013).

The strategy for the NHRC's monitoring of the second CA election was developed with the support of the Project through a series of internal dialogues and discussions between different departments and divisions. This resulted in the establishment of a high level committee at the NHRC's central office to oversee the process of monitoring the election from a human rights perspective. The committee members included the Project's National Project Manager as an invitee guest of the team. A total of 82 teams/missions comprised of senior directors, division heads, and all human rights officers from all 9 offices were deployed in different districts to monitor the three phases of CA elections: the pre-election process, the election itself; and the post-election process. Simultaneously, the NHRC organized a series of interactions, workshops and lobby meetings at local level to educate people and local government officials on the importance of their participation in polling and thereby enhance participation in the election. The interactions with polling officers and other concerned officials and the special arrangements made for persons with disabilities, senior citizens and women at local level helped ensure an impressive and diverse participation in the election and. An initial draft report describing NHRC's intervention in the election processes to protect human rights has been produced and published on the Commission's website.

Institutional Strengthening of NHRC

This year, the NHRC took the initiative to establish a Media Centre within NHRC's central office with the support of the Project. When fully operational, the Centre will work to expand access to human rights knowledge and deepen the understanding of human rights of general public, offer disadvantaged people free access to human rights education, and create a platform for stakeholders to interact on pertinent human rights issues.

The Project also played a vital role in supporting a self-capacity assessment of NHRC. The Asia Pacific Forum along with UNDP's Asia Pacific Regional Center (APRC) participated in the assessment through a four person facilitation team, including a member nominated by the Commission on Human Rights of the Philippines, led by an experienced Capacity Assessment expert. This Assessment is expected to have a positive impact on NHRC's abilities to fulfil its Constitutional mandate of collaborating with civil society organizations, the Government and the international community in promoting and protecting human rights. The effective implementation of recommendations will help NHRC to respond

³ NHRC Annual Report.



emerging needs of the people at large and increase access of poor and vulnerable to the commission.

Training and Education on Human Rights

Building capacity of government and non-governmental organizations with regards to specific knowledge and skills on the so-called 'Human Rights Based Approach' ('HRBA') to development has been an important and ongoing task undertaken by NHRC in 2013. As such, the Commission has worked to institutionalize HRBA in the overall cycle of development of government plans and programmes. The Project has supported NHRC to conduct trainings and orientations on HRBA and implementation of the NHRAP at the district level, led by NHRC's Regional and Sub-regional Officers. A total of 1245 (419 female 826 male) people participated in these different promotional activities this year. The trainings have helped generate a positive response and motivation towards the issues of human rights, and the HRBA training was instrumental in creating a valuable link between the NHRAP and the realization of economic, social and cultural rights. The trainings have also resulted in formation of networks and strengthened collaboration among NHRC and human rights organizations.⁴

The Project has also supported the NHRC to host 10 important interactions on broader human rights issues, such as ending of caste-based discrimination, transitional justice and the TRC ordinance, violence against women, exploitation of indigenous women and their rights, climate change and human rights, fair trial rights and due process, the rights of senior citizens, the role of media in the promotion of human rights and collective rights issues. The events have been inclusive in nature and attended by a diverse mix of government officials, civil society and media representatives.

With the support of the Project NHRC has also made a concerted effort to have collaboration with the Judiciary. A 2-day workshop on the "Effective Use of writ Jurisdiction in the Protection of Human Rights" was organized jointly by the Judges Society Nepal and the NHRC in April 2013 in Biratnagar. The workshop was attended by 60 participants including all the judges from District and Appellate Courts of the Eastern Region, the Chairperson and the Commissioners of NHRC, and the senior Justices of the Supreme Court of Nepal. The workshop contributed to enhancing the participants' knowledge on how to use writ jurisdiction by local courts to protect and provide an effective remedy to victims of human rights violations.

In April 2013 the fourth batch of ten interns completed a six-month long Human Rights Internship Programme with NHRC, after gaining a wide range of practical skills relevant to human rights protection and promotion. As a result, 10 aspiring youths (6 female and 4 male) from vulnerable groups have been prepared for a career as human rights professionals. The Project provided technical support to the Commission to develop a

⁴ NHRC Annual Report 2013.

guideline for the scholarship programme and to run the programme at national and local level.

With direct support from the Project, the 'National Status Report on Trafficking in Persons' was produced with updated data and information, mainly on the status of women and children in Nepal, rights of migrant workers, womens' human rights, etc. The report has since served as an important reference tool for organizations, individuals and researchers working in the area of gender, gender based violence and in human trafficking.

Finally, the Project supported a high level visit to Malaysia and South Korea for the NHRC Chairperson and the Commissioners to explore the de-facto human rights situation of the Nepal migrant workers in these countries, and to take the necessary steps and measures to improve the situation in collaboration with their South Korean and Malaysian counterparts. The recommendations for action were shared with the Government of Nepal to ensure the appropriate follow-up. The recommendations included: enhancement of services offered by the Nepal's embassies to the migrant workers; adoption of appropriate measures and preventative and protective activities to ensure that migrant workers are not subjected to any kind of vulnerability or harm; and to establish and widen the horizon of bilateral and multilateral relationship between the involved governments through the embassies, NHRC-Nepal, and other reliable non-government organizations. The Government of Nepal has initiated some of the recommended actions through the deployment of a highlevel mission to study and address the issues of migrant workers.

4.1 Progress towards the UNDAF/CPAP Outcome 4

The SCNHRC Project supports the NHRC to strengthening its capacity to achieve UNDAF Outcome 4.3. In doing so, the Project helps NHRC to fulfill its constitutional mandate to monitor and investigate human rights violations, and promote the protection and realization of human rights.

The NHRC can and should play a role in advancing all aspects of rule of law, including with regard to the judiciary, law enforcement agencies and the correctional system. The Project's helped the NHRC to continue the capacity development of human rights defenders and people to enhance their access to justice for women and vulnerable groups. The increased number of complaints and some positive indications from the Government with regard to the implementation of NHRC recommendations are some of the positive outcomes to demonstrate the increasing trend of access to justice. The Project also supported the NHRC to work closely with other National Human Rights Institutions' (NHRIs') to center their work on core protection issues, such as the prevention of torture and degrading treatment, summary executions, arbitrary detention and disappearances, and protection of human rights defenders.

The NHRC is also increasingly contributing to the effectiveness of other human rights organizations and institutions, a strong and dynamic civil society organizations, an alert



and responsive media, a school system with human rights education programmes at all levels and a society encouraging a universal culture of human rights.

An auxiliary result of the Project's capacity building initiatives is that the NHRC has been granted "A" accreditation status under International Coordinating Committee of the National Human Rights Institutions (ICC NHRIs). The accreditation status is measured against the compliance of international standards of the national human rights institutions i.e. Paris Principles. This important recognition will serve to strengthen the NHRC's legitimacy and standing, and thereby reinforce the achievements attained.

4.2 Progress on Outputs

The Project's key achievements of 2013 are related to building the capacity of the NHRC, reducing the backlog of cases, enhancing partnership with human rights organizations and human rights defenders, advising the Government on human rights approaches and legal frameworks, building awareness among stakeholders and the general population, monitoring the CA election and empowering poor and marginalized youths through the internship program.

More specifically, the following key achievements have been gained during the past year:

- Progress towards reducing the number of backlogged conflict-related cases;
- Empowerment of NHRC as an institution by developing a clear TOR for all departments and divisions, preservation of institutional memory through systematic reporting and documentation systems;
- NHRC's ability to use technology and media tools to disseminate human rights based education to diverse communities and common people of Nepal increased;
- NHRC capacitated to engage proactively in issues related to emerging human rights, such as consumer rights, migrant worker's rights, etc.;
- Progress towards enabling NHRC to investigate cases more professionally and by means of informed investigation techniques, achieved through creative dialogue and collaboration between NHRC personnel and relevant state agencies (including the Nepal Police and other security agencies);
- Revision of the complaint handling and compensation determination regulations and communication management guidelines from a human rights perspective; and
- Formulation of the Human Rights Defenders Guideline, which has strengthened the Commission's ability to standardize the work of human rights defenders in Nepal.

5. Cross Cutting Issues

5.1 Gender Equality, Women's Empowerment, and Social Inclusion

With the support of the Project, NHRC has established a separate division on Gender and Social Inclusion, which has the explicit mandate to initiate programmes on gender equality sensitization among staff members, policy makers and change advocates. The

division has undertaken activities such as Gender Equality and Social Inclusion Training of 30 NHRC staff members (12 female and 18 male) this year. Likewise, during the 16 days campaign on Violence against Women, this division facilitated an interaction workshop for police personnel, the National Women's Commission and other relevant stakeholders. The workshop had 31 participants (male 20 and female 11) from different sectors of the Government and from civil society. The Project also supported the NHRC to prepare an annual situation report on human trafficking in Nepal. As mentioned above, the report has been used as an advocacy tool to address the issues related to human trafficking in Nepal.

Through continued training, interactions/orientations and the formulation of a gender policy for the NHRC, the Project has also supported the NHRC in its broader work to secure better protection and inclusion of gender equality and social inclusion issues in Nepal. NHRC's strategic plan and policy documents explicitly require equal gender participation in every objective set out in the plan. Gender sensitivity and respect for diversity and inclusion has also been incorporated as part of the Staff Performance Evaluation System of NHRC. Likewise, the newly developed monitoring and reporting formats require disaggregation of data by gender categories.

5.2 Capacity Development and Sustainability

5.2.1 Capacity Development

For capacity development to have sustainable results, it is essential to strengthen stakeholder ownership, the efficiency of policy instruments, and the effectiveness of organizational arrangements. Thus, the SCNHRC Project has taken a programmatic approach to capacity development, and provided platforms for nurturing and sharing of innovative, practical solutions to the issues and challenges faced by NHRC.

The establishment of the Media Center and the formulation the Compensation Determination Regulations and Communication Management Guideline, the Human Rights Defenders Guideline and the Complaint-Handling Guideline as mentioned above are some of the key activities undertaken by the Project to enhance the institutional capacity of NHRC. The Project has also supported various 'knowledge exchanges', trainings on HRBA to human rights defenders, journalists, government officials, lawyers and NHRC staff, sharing of information and experiences among development practitioners and government policy makers, debates about various options for policy reform, and exposure visits to other NHRIs as a way of building capacity for reform. Finally and most importantly in this regard, the SCNHRC Project has supported a revamping of NHRC's financial management system and a restructuring of NHRC divisions as described above.

5.2.2 Sustainability Strategy

Overall, the policies, systems and procedures implemented by the Project are sustainable. The Project has supported the design and development of NHRC's Strategic Plan, which will sustain the implementation of NHRC's mandate in the long run and after the completion of the Project itself. The Project has also provided technical support to various divisions and departments of the Commission, the formulation of the new Monitoring and

Evaluation Framework (to track the progress of the Commission's work plan) and the Monitoring and Evaluation Framework for UPR monitoring, the Human Rights Defenders Guideline and the Complaint-Handling Guideline. These procedures and tools will also help sustain the NHRC's capacity after the completion of the Project.

5.2.3 South-South Cooperation

As a member of the Asia Pacific Forum of the National Human Rights Institutions (NHRIs), the NHRC has been working closely with other national human rights institutions in Asia to better improve coordination and consolidate their efforts to address interlinked and extra-territorial human rights issues such as human trafficking and migration. A specific example hereof is the NHRC's exposure visit to South Korea and Malaysia to assess the situation of Nepalese migrant workers, as described above.

6. Partnerships

The SCNHRC Project activities have been implemented in close partnership with the development partners, NGOs, civil society and the Government. To institutionalize the Commission's partnerships with local human rights defenders and other national institutions, such as National Women's Commission and National Dalit Commission, the Project has supported the development of a 'collaboration- and joint monitoring strategy' and the facilitation of continued coordination meetings. This support have been extended to the regional level, where continued collaborative meetings at regional offices with other human rights organizations have helped reinforce and broaden the Commission's partnerships.

7. Provisional Project Financial Summary

Sources of Funds	Donor Code	Total Fund received (a)	Previous years expenditure (b)	Current year expenditure (c)	Cumulative expenditure to date (d) = (b)+(c)	Fund Balance (e) = (a) - (d)
UNDP	00012	450,218.00	84,718.00	299,265.00	383,983.00	66,235.00
Finland	00110	560,709.00	506,664.00	50,574.00	557,237.00	3,472.00
Denmark	00329	393,700.00	353,765.00	39,935.00	393,700.00	0
UK	00248	399,872.00	299,002.00	15,028.00	314,030.00	85,843.00
SDC	10282	743,402.00	325,822.00	198,024.00	523,846.00	219,556.00
OHCHR	01860	62,190.00	30,316.00	21,360.00	51,676.00	10,514.00
Sub Total		2,610,091.00	1,600,287.00	624,185.00	2,224,472.00	385,620.00
(OHCHR parallel funding)		300,380.00	-	-	-	-
Total		2,910,471.00	1,600,287.00	624,185.00	2,224,472.00	385,620.00

8. Lessons Learned/ Implementation Issues and Challenges

Some of the issues and challenges are; lack of coordination among national human rights institutions (National Women Commission and National Dalit Commission), lack of staff development schemes and adequate (permanent) staffing, lack of community/local level presence causing limited access to the NHRC for rural and vulnerable communities.

The current political uncertainty about the formation of the new Government may further delay the appointment of the new Commissioners. The serving term of the NHRC Commissioners expired in September 2013. The process of appointing new Chair and members of the Commission could be prolonged for several months, which will negatively impact the NHRC's ability to addressing human rights challenges to the full extent of its mandate.

From the described challenges the following lesson can be learned:

- Commission to focus on strong organisational development, its own management procedures in place and known to all staff;
- Better coordination with other national human rights institutions to undertaken joint monitoring and investigation of the human rights issues;
- Further capacity building of the internal human resource and management system is necessary to secure sustainability;
- Working with local human rights organizations to ensure and compliment the NHRC's presence at community level; and
- Enhancing the role of Regional Offices will mitigate the negative effects of the central NHRC Secretariat's limited human resources and thereby help the NHRC achieve more efficient results.

9. A Specific Story

In Timure, Rasuwa, the political parties (Nepali Congress and CPN-UML) had erected flags and pasted promotional signs around the election centre 36 hours before the election day, which was a direct defiance of the campaigning code set by the Election Commission. The NHRC human rights election monitoring team met with both of the parties' VDC coordinator and convinced them to remove the flags and other promotional pamphlets pasted on the wall. The team was informed that there was also some other dispute between the parties, but during the interaction the team was able to encourage the coordinators and their parties to end the disputes and focus on fair and fearless election day. Through the intervention, the team not only ensured that the election code of conduct was obeyed in Timure, but the team was also able to protect the local residents' right to vote by removing factors that could pressure them to vote for a party that they did not wish to vote for. Afterwards, the team was informed by election officers in the area that the intervention by the monitoring team had strengthened their requests to the political parties to conduct a fair and free election.

This outcome strengthened the team's belief in the importance of their interaction with political parties, as the parties seemed to be willing to follow the requests of human rights monitors rather than election officers. Accordingly, if future elections are to be fair, free and fearless, it is crucial to deploy human rights monitoring teams and have them meet with the party cadres and coordinators, to persuade them to conduct their campaigning in accordance with the election code of conduct and human rights.

10. Programmatic Revisions

The SCNHRC Project was originally planned to terminate in September 2013, however, at that time a lot of work still remained before the NHRC could be expected to function effectively as an autonomous institution, and fulfil its mandate in relation the CA elections in November 2013. Accordingly, UNDP and the development partners decided to extend the Project for 9 months, until June 2014. The annual work plan and budget were revised accordingly.

11. Future Work Plan or Priorities for 2014

As per the annual work plan of the Project, some of the key activities for 2014 will be:

- i. Build NHRC's capacity on HRBA and support them to develop and apply tools to monitor and advise the Government on its human rights obligations, including implementation of the NHRAP, development of the new NHARP, UPR recommendations and international human rights treaty obligations;
- ii. Strengthen NHRC staff's ability to perform high-quality investigations of other human rights violations – including existing case-backlogs – and cluster/register these cases efficiently for future reference;
- iii. Support the implementation of the 'Capacity Development Plan of Action' in accordance with the recommendations made by the CA Report;
- iv. Provide technical support in the form of an 'Organization Development Advisor' to support the NHRC Secretariat to lead the process of institutional strengthening and capacity building within the NHRC;
- v. Support the NHRC Secretariat to develop a comprehensive induction package and organize induction for new commissioners and staff-members; and
- vi. Strengthen the role and institutional structures of the NHRC Secretariat.

12. Risk and Issue Logs

11.1 Risk Log Matrix

#	Description	Category (financial, political, operational, organizational, environmental, regulatory, security, other)	Likelihood of risk (scale of 1 to 5 with 1 being the most likely) A	Impact (scale of 1 to 5 with 5 being the highest impact) B	Risk factor (A x B)	Mitigation measures if risk occurs	Date risk is Identified	Last Updated	Status
	Delay in formation of Government due to uncertainties about the Constitution-making process which will affect the quick appointment process of the commissioners.	Political	1	2	2	Strong coordination and partnership with NHRIs, CSOs and media community to develop strategies for advocacy and lobbying for Government formation.	Dec 2013	Dec 2013	Government is not yet formed
	Delay in appointment of new Commissioners and recruitment of NHRC staff may delay implementation of Project activities.	Operational	1	2	2	Continue follow up will be done through meetings and interactions with the government agencies and political parties.	Dec 2013	Dec 2013	No Commissioners or permanent staff in place.

13. Progress against annual targets

UNDAF/CPAP Outcome:								
Outcome 4: Vulnerable groups benefit from strengthened legal and policy framework and have improved access to security								
UNDAF Output:								
Output 4.3: Government rights institutions have increased capacity to monitor and report on human rights and on the status of implementation of human rights obligations.								
EXPECTED OUTPUTS (Please include baseline, associated indicators and annual targets)	PLANNED ACTIVITIES (List key activities to be undertaken during the year which will contribute to the respective outputs)	Targets for Planned Activities	Annual progress against planned activities' targets	Donor Name	Approved budget (from the AWP)	Amount spent (also add % spent in parenthesis)	Progress against annual targets (% achieved)	Remarks (if targets not fully achieved)
UNDAF Output 1: Justice sector institutions have improved capacity for coordinated service delivery								
ACTIVITY RESULT 1: Formulation of strategies and the human rights audit and compliance plan								
Annual Targets: No. of institutional structures in place to support the working relationship between NHRC and the Government of Nepal.	1.1 Provide four training for 120 concerned government officials and civil society organizations on HRBA including NHRAP.	180 Policy maker, planners and government officials trained on HRBA to development	200 government officials trained on HRBA to development.				110%	
	Action 1.2 Endorsement of HR audit and compliance plan	HR Audit and Compliance Plan endorsed	This activity could not be done.				0%	This activity could not be done due to change in NHRC's priority.
	Action 1.3 Support NHRC staff to review monitoring status of National Human Rights Action Plan and publish the report.	Review of monitoring status of NHRAP published	This activity could not be done.				0%	This activity could not be done due to change in NHRC's priority.
	Action 1.4 Conduct orientation to 30 CSO Members and HRDs	30 CSO and HRDs are aware of HRBA and NHRAP	2 trainings organized to aware 30 CSO members and HRDs on HRBA and NHRAP				100%	
	Action: 1.5 Provide 4 training sessions for 50	NHRC staff have in-depth knowledge of	HRBA training manual developed and				100%	

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	NHRC staff members on HRBA, including relevant tools and methodologies (ex.: reporting mechanisms, assessment of understanding of and compliance with HRBA, development of action plans, etc.).	HRBA and are able to independently develop and apply HRBA tools and methodologies	disseminated widely.					
	Action: 1.7 Support NHRC staff to conduct a 'gap analysis' regarding the domestication of international human rights instruments and treaties.	NHRC is able to independently monitor and track implementation of NHRAP, UPR and international treaty obligations.	UPR Implementation status review Report Published				100%	
	Action 1.9 Support NHRC staff to conduct a midterm review of UPR outcomes and roadmap, and make an action plan for government performance.	NHRC have produced a status report on UPR implementation.	UPR Implementation status review Report Published				100%	
Sub-Total					18,572.00	19,794.00		
ACTIVITY RESULT 2: Strengthening the NHRC's capacity for the monitoring of HR treaty obligations								
Annual Targets: 4 assessments reports on Rights of Migrant Workers, ICC, OPCAT and others.	Action 2.1 Publish comprehensive status reports on thematic issues related to CEDAW, HRD, Human Trafficking and Migrant Workers. Action 2.2 Organize advocacy and interaction programmes	2 reports published 2 advocacy and interaction meetings organized for	Assessment Reports on CERD and Migrant Workers Published and Disseminated. 2 Advocacy and interaction meetings on Rights of Migrant Workers				100%	
							100%	

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	for ratification of outstanding international HR treaties relevant to Nepal, and ensure its implementation.	ratification of outstanding international HR treaties relevant to Nepal, and ensure its implementation.	and Rights of People with Disability organised					
	Action 2.3 Support the NHRCS promotion and communication department to develop, publish and disseminate PSAs, leaflets, public appeal and other awareness raising initiatives to enhance awareness of people regarding election related human rights violations and how to report them.	No. and quality of reports produced by the NHRC HQ and field offices regarding human rights violations related to the 2013 elections.	3 reports published and produced by NHRC HQ regarding human rights violations				100%	
	Action 2.4 Train NHRC staff to monitor and draft high-quality reports on election related human rights violations in a conflict sensitive manner.	Development and application of a country-wide reporting and follow-up system for election related human rights violations.	Election monitoring in three phases completed and Monitoring reports prepared.				100%	
	Action 2.5 Support NHRC HQ and field offices to develop and apply a low-tech, country-wide reporting and follow up system for election related human rights violations.	No. of dialogues and engagements between NHRC and local community representatives.	35 dialogues and meetings conducted between NHRC and local community representatives				100%	
	Action 2.6 Support NHRC to conduct continued dialogues and consultations on the human rights situation	5 dialogues and consultations conducted on the human rights	8 dialogues and consultations conducted on the human rights situation				110%	

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	during elections at local level.	situation during election at local level	during election at local level.					
	Action 2.7 Organize a training on reporting on HR situation within the UN system (Treaty Bodies and Human Rights Council) for Civil Society	Treaty monitoring missions deployed to monitor overall human rights situation	165 treaty monitoring missions deployed to monitor overall human rights situation.				100%	
	Action 2.8 Conduct at least two training for 50 NHRC staff, Human Rights Defenders and government staff on treaty monitoring	NHRC staff, Human Rights Defenders and government staff are aware of treaty monitoring.	2 trainings were conducted for 45 NHRC staff, human rights defenders and government staff on treaty monitoring				100%	
Sub-Total					125,532.00	105,865.00		
ACTIVITY RESULT 3: Incorporating Human rights in the Constitution (dissemination of Human Rights related provision of new constitution)								
	Action 3.1 Develop, publish and disseminate PSAs, leaflets, public appeal and other awareness raising initiatives to enhance the participation of people in forthcoming election and constitution making process.	Awareness materials on fundamental rights and other human rights related component of the new constitution produced	25 missions deployed to investigate and finalized 300 backlog cases.				100%	
	Action 3.2 Support NHRC to monitor Election from human rights perspectives in selected districts.	Carry out at least 20 pre, during and post Election Mission.	31 election monitoring missions deployed to monitor CA election from Human Rights perspectives.				405%	
	Action 3.3 Conduct National Conference on	Organise at least 2 Conference on Human	This activity could not be done.				0%	This activity could not be done due

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	Human Rights and Constitution.	Rights and Constitution.						to election priority.
	Action 3.4 Support the capacity of the NHRC to investigate 200 cases and deploy minimum 5 monitoring missions (through geographic and thematic clustering and special missions) in the field including finalization of backlog cases.	% increase of cases investigated by NHRC divisions to a level sufficient to instigate further action.	14% of the recommendation has been implemented in full, 48% has been implemented partially and 38% remains under consideration				80%	1200 backlog cases are remaining to be investigated.
	Action 3.5 Provide on the job investigation and report writing training for 20 NHRC staff members of the investigation and monitoring department.	20 NHRC staff members of the investigation and monitoring department capacitated.	This activity could not be done				0%	This activity was added in October 2013 and on that period monitoring of CA election was the priority activities Due to this, the activity was shifted to 2014.
	Action 3.6 Strengthen and institutionalize data collection systems (software/ application), particularly in relation to patterns of discrimination against women and human trafficking.	National Status Report on Human Trafficking in Nepal published	Report on the status of human trafficking prepared by the consultant				80%	The Report will be published in 2014.
Sub-Total						26,355.00	22,060.00	
ACTIVITY RESULT 4: Strengthening NHRC's capacity to act for the promotion and protection of civil & political and economic, social and cultural rights								

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	Action 4.1 Support the commission to investigate 200 cases and deploy monitoring missions of HR violations in the field including finalization of backlog cases.	200 cases of HR violation investigated and monitored.	219 cases of HR violation investigated and monitored				110%	
	Action 4.2 Publish and disseminate Publication on assessment of the pattern of government initiative on the implementation of NHRC recommendations from 2001-2012.	Status report of NHRC recommendation disseminated	Assessment of the pattern of government initiative on the implementation of NHRC recommendations from 2001-2013 published.				100%	
	Action 4.3 Organize a series of basic and advanced training to human rights actors such as NGOs, GoN officials and HR defenders etc on various thematic areas of Human Rights.	50 HR defenders, government officials, human rights actors are aware of human rights thematic issues like ESCR, right to food, health, mental health and collective rights	5 basic and 2 advanced human rights trainings were organized for human rights actors such as NGOs, GoN Officials and HR defenders.				100%	
	Action 4.4 Strengthen and institutionalize data collection systems on patterns of discrimination against women and human trafficking and prepare national status report on human trafficking.	National Status Report on Human Trafficking in Nepal published.	A consultant hired to prepare the status report on human trafficking.				80%	A report will be published in 2014
	Action 4.5 Produce and disseminate PSAs and other IEC materials to raise awareness on Human Rights.	12 issues of newsletters published.	12 monthly newsletters, Human rights related PSAs and leaflets published				100%	

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	Action 4.6. Conduct Human Rights education to 50 students from schools and colleges.	50 students from schools and colleges aware of Human Rights.	A Human Rights Education conducted to 50 students from schools and colleges.				100%	
	Action 4.7 Organize a national level stakeholders consultation to follow up on the implementation of ESCR Indicators(based on the Users' Guide) developed by NHRC,OHCHR and Civil Society Organizations.	30 government officials aware of ESCR indicators.	3 consultation meetings with government offices conducted on ESCR in Regional Offices				100%	
	Action 4.8: Support NHRC Secretariat to develop comprehensive induction package and organize induction for new commissioners and staff.	New staff and new Commissioners are fully aware of organization rules and NHRC mandates					0%	This activity will take place after the appointment of new commissioners and staff.
	Action 4.9 Support NHRC Planning and Monitoring division to develop and streamline the NHRC's M&E framework.	NHRC M&E system in place	TOR developed to hire M&E Officer and Organization Development Adviser to support NHRC planning and division and streamline NHRC's M&E framework				100%	Due to the CA election, NHRC focused on the monitoring of the election from human rights perspective.
	Action 4.10 Support NHRC Secretariat to organize Annual/Trimester/Bi annual Review and Planning Meetings.	3 NHRC meetings organized to review and revise the NHR's activities.	3 Review and Planning meetings organized.				100%	
	Action 4.11 Support NHRC to expand field level outreach in 5	5 NHRC offices established.					0%	Establishment of Outreach offices pending NHRC

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	selected districts.							decision and will be implemented in 2014.
	Action 4.12 Support NHRC to increase institutional and human capacity of regional and sub-regional offices.	10 youth capacity from human rights internship programme	10 Interns hired for regional and sub-regional offices				100%	
	Action 4.13 Technical support to NHRC to facilitate continued high-level dialogues and engagement with the Parliament/Constituent Assembly and Government on the enactment of the Human Rights Service Bill.	1 high level meeting organized.	Support provided to conduct meetings and dialogues with the government on the enactment of HR Service Bill.				100%	
					82,883.00	80,814.00		
ACTIVITY RESULT 5: Strengthening NHRC capacity and enhancing the collaboration with civil society and HRS NGOs								
	Action 5.1 Provide equipment, logistic and IT related supports for Central and Regional Offices as per the requirement.	Fully equipped NHRC offices in Central and Regions.	Equipments, furniture purchased to support central and regional offices.				100%	
	Action 5.2 Develop and enhance existing Public Information system of NHRC	NHRC Media Centre established	Infrastructure for media centre established				100%	
	Action 5.3 Support to strengthen the Human Rights Resource Center at NHRC Regional and	Full fledged Resource Centers in NHRC Regional Offices established.	Books and furnitures purchased for NHRC Resource Centres.				100%	

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	Sub-regional offices							
	Action 5.4 Support to prepare guidelines and policies of various human rights related themes.	2 human Rights guidelines adopted	NHRC Complaints handling guidelines and Communication Management guidelines adopted				100%	
	Action 5.5 Staff development trainings for NHRC staff	2 staff development trainings organized to develop staffs' capacity.	Planning , Monitoring and Evaluation Training to 12 NHRC Staffs, Gender Equality and Social Inclusion Training to 40 NHRC staffs organized to develop capacity of NHRC staffs.				100%	
	Action 5.6 conducts self - assessment for organizational capacity development and develop plan of action.	Self Assessment of NHRC.	Capacity Assessment of NHRC Completed.				100%	
	Action 5.7 Organize advocacy and dialogue Programme for enactment of Human Rights Service Bill and NHRC Regulation.	HR Service Bill enacted	Support provided to conduct meetings with government for the enactment of HR Service Bill.				100%	
	Action 5.8 Organize various types of workshops, seminars and consultations on thematic issues and compilation of Human Rights Resource Books Development	Coordination with CSOs and other stakeholders enhanced.	16 workshops, seminars and consultations on thematic issues conducted in coordination with Civil Society Organisations.				100%	
	Action 5.9 Organize Orientation programme on transitional justice.	1 meeting on TRC bill organised	A discussion meeting conducted by NHRC with TJ stakeholders to discuss gaps in TRC				100%	

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			bill. Recommendation was sent to the government to revise the bill.					
	Action 5.10 Support to publish NHRC monthly bulletin.	12 issues of newsletters published	12 issues of NHRC monthly bulletin are published and disseminated widely.				100%	
	Action 5.11 Support to mark international Days on various human rights themes.	Nation-wide promotion of HR days.	2 International days Human Rights Day and NHRC Day celebrated				100%	
	Action 5.12 Conduct HR internship Programme for youth specially representatives from marginalized section of people.	10 youth capacity from human rights internship programme	10 Interns are capacitated. (6 female, 4 male)				100%	
	Action 5.13 Support NHRC Annual/Trimester/Bi annual Review and Planning Meeting	3 NHRC meetings organized to review and revise the NHR's activities.	3 NHRC Annual Review and Planning Meetings organized.				100%	
	Subtotal of Activity Result 5				231,931.00	228,294.00		
ACTIVITY RESULT 6: Programme Support Cost								
	6.1 Contractual services - Individuals							
	6.2 Furniture & equipment							
	6.3 Communication & Audio Visual Equipment							
	6.4 Supplies							

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	6.5 Rental Maintenance of Other Equip.							
	6.6 Miscellaneous Exp							
	Total Management cost				145,328.00	119621.00		
UNDAF Output 2: Amendments of the discriminatory laws reviewed and submitted								
ACTIVITY RESULT 1 : Initiate for amendments of the discriminatory laws and submit to the legislature for reformation								
	Action 1.1 Review existing discriminatory legal provisions relating to the caste, ethnicity, and publish the report and submit to the government of law and justice	Law review in-line with International H.R. instruments	CRPD document reviewed and recommendation sent to the government.				100%	
	Action 1.2 Review the past recommendation of NHRC on law reform and status of implementation	A status report prepared on legislative reform					0%	This target could not be met this year due to the sifted priority of the NHRC.
	Action 1.3 Organize experience sharing programme for 7 NHRI representatives on law review and human rights.	Recommendations on the rights of Migrant Workers prepared and published	A study visit to Malaysia and South Korea conducted on monitoring the status of migrant workers. Report on the recommendations on the Rights of Migrant Workers published.				100%	
Subtotal of Activity Result 1					30,109.00	25,643.00		
Grand TOTAL					656,415.00	606,385.00		